

IMPORTANT INFORMATION

Dear Customer,

By this letter we would like to inform you of the new salary index increase of **2.5%**, **corresponding to 992.24 points**. The minimum salary pursuant to Articles L.223-1 and L.222-4 of the “Code du travail” is effective from **1 June 2026**.

New minimum salary to be paid to non-qualified employees, index 992.24

18 years accomplished:

Monthly gross salary: 2.771,33 eur
Hourly rate: 16.0192 eur

17 years accomplished: 80%

Monthly gross salary: 2.217,06 eur
Hourly rate: 12.8154 eur

From 15 to 16 years: 75%

Monthly gross salary: 2.078,49 eur
Hourly rate: 12.0144 eur

New minimum salary to be paid to qualified employees, index 992.24

Monthly gross salary: 3.325,59 eur
Hourly rate: 19.2231 eur

The application of this index increase will be taken into account for all salaries as from June 2026.

The maximum monthly amount liable to the social security (Caisse nationale de Santé and Caisse de Pension) on 1 June 2026 is 13.856,63 eur.

Should you require any further information, please do not hesitate to contact us.

FICEL SALAIRES SA